PATENT ABSTRACTS OF JAPAN

(54) CARRIER DEVELOPMENT SYSTEM

(57)Abstract:

PROBLEM TO BE SOLVED: To accurately judge skill level and carrier path of every evaluation object person, by providing a carrier development storage part or the like in a carrier development management device linked with a talent raising-related information management device.

SOLUTION: The talent raising-related information management device 1 manages related information accompanying talent raising. The carrier development management device 2 is linked with the talent raising relating information management device 1 and manages information relating to carrier development. The carrier development storage part 21 divides an ability level into several grads, stores requirements defined for the respective grades based on talent images for which the respective ability levels are defined and stores a carrier path program for updating a carrier. A carrier development information processor 3 executes a desired processing for the information relating to the carrier development managed in a carrier development management device 2. An input/ retrieval processing part 31 displays the carrier path program of an individual by information retrieval of the carrier development management device 2.

[Date of registration]

[Number of appeal against examiner's decision of rejection] 2002-23523

[Date of requesting appeal against examiner's decision of rejection] 05.12.2002

[Date of extinction of right]

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CLAIMS

[Claim(s)]

[Claim 1] The personnel training related information management equipment which manages the related information accompanying personnel training, and the carrier development management equipment which cooperates with this personnel training related information management equipment, and manages the information about carrier development, The qualification test processing section in which the carrier development information processor which processes a request is offered about the information about this carrier development managed with this carrier development management equipment, and this personnel training related information management equipment performs processing about a qualification test, The educational lecture

processing section which performs processing about an educational lecture, and the management-of-personal-information section which manages the information about personnel affairs are offered. And it is based on the talented-people image by which this carrier development management equipment divided the capacity level into some grade, and defined each capacity level using information required for carrier development. The carrier development storage section which memorizes the requirements defined for this every grade, The subject / lecture selective-memory section which memorizes the information about the examination subject and educational lecture for assay required in order to acquire each grade obtained through the qualification test processing section and the educational lecture processing section in above personnel training related information management equipment, While offering the individual humanity news storage section which memorizes the information of the individual about the carrier development obtained through the management-of-personal-information section in above personnel training related information management equipment Input/retrieval processing section in which this carrier development information processor performs the informational input and the retrieval to this carrier development management equipment, The taking-an-examination reception processing section which judges whether reception of taking an examination of this qualification test for acquiring this grade based on the information defined by this carrier development storage section is possible, Carrier development system characterized by having offered the qualification application section which applies for the renewal of grade of those who pass this qualification test and are taking the appointed educational lecture, and the certificate handing out section which delivers the certificate of this acquired grade, and being constituted.

[Claim 2] Carrier development system according to claim 1 characterized by being constituted so that this input/retrieval processing section of this carrier development

information processor may make the addition and modification of personnel information which are managed by this individual humanity news storage section of this carrier development management equipment.

[Claim 3] Carrier development system according to claim 1 characterized by for this individual humanity news storage section having offered the company-qualifications information on the basis of this grade, the public rating information which is public rating, the qualification test taking-an-examination hysteresis information which showed the information on the already taken qualification test, and the educational lecture attendance hysteresis information which showed the information on the already taken educational lecture, and being constituted.

DETAILED DESCRIPTION

[Detailed Description of the Invention]

[0001] (Table of contents)

The gestalt of implementation of technical-problem The means for solving a technical problem invention which technical field Prior-art invention to which invention belongs tends to solve (drawing 1 - drawing 12)

Effect of the invention [0002]

[Field of the Invention] In case this invention performs merit rating of the personnel management in an organization etc., especially a configuration staff, or personnel training instruction, it is used, and it relates to suitable carrier development system.

[0003]

[Description of the Prior Art] In profit-making organizations, such as a company, information, such as personnel information about a configuration staff's each people,

is managed as personnel management information, and merit rating, personnel training, etc. are performed based on this information. Namely, for organizations, such as a company, training of talented people is important because of the progression in quality of business, or profits pursuit, and it sets to each company. The guideline as occasion demands for carrier development is created for every business, respectively. For example, personnel training is performed by using the training technique, such as OJT (On the Job Training : how learning through actual work), and OffJT (Off the Job Training: how to prepare and learn an educational place).

[0004] Furthermore, it sets, in case merit rating (assessment) is performed, and an evaluation candidate's (performance evaluation-ed person) skill is grasped by the interview with the attendance hysteresis of the educational lecture about the track records and business on work (a performance record, capacity, etc.), and the superior official who belongs further etc. Moreover, in addition to this, the technique indicated also in JP,2-72483,A, JP,4-17062,A, JP,6-124294,A, or JP,7-93403,A is proposed as the management technique of the above-mentioned organization configuration staff's each people's information.

[0005]

[Problem(s) to be Solved by the Invention] However, by the personnel training technique or the merit rating technique like ****, an evaluation candidate's skill is judged by the interview with the superior official who belongs with attendance hysteresis, such as an educational lecture, and the evaluation candidate concerned, and specific criteria (absolute criteria) are not set up. Therefore, each skill level is judged vaguely, it is difficult to grasp the situation of all evaluation candidates' skill level also for a superior official, and the evaluation candidate itself not only cannot grasp his skill level in the whole easily, but the contents from which each evaluation candidate should receive instruction next become indefinite, and the technical

problem that it is difficult to perform personnel training instruction which was a system occurs.

[0006] Moreover, the further device is considered to be the need about all of the technique indicated in each above-mentioned official report. In case it was originated in view of such a technical problem and this invention performs merit rating and personnel training instruction, it aims at offering the carrier development system which enabled it to judge exactly the skill level and the carrer path which should progress for every evaluation candidate by using the program for carrier development.

[0007]

[Means for Solving the Problem] For this reason, the carrier development system of this invention according to claim 1 The personnel training related information management equipment which manages the related information accompanying personnel training, and the carrier development management equipment which cooperates with this personnel training related information management equipment, and manages the information about carrier development, The qualification test processing section in which the carrier development information processor which processes a request is offered about the information about this carrier development managed with this carrier development management equipment, and this personnel training related information management equipment performs processing about a qualification test, The educational lecture processing section which performs processing about an educational lecture, and the management-of-personal-information section which manages the information about personnel affairs are offered. And it is based on the talented-people image by which this carrier development management equipment divided the capacity level into some grade, and defined each capacity level using information required for carrier development. The carrier development storage section which memorizes the

requirements defined for this every grade, The subject / lecture selective-memory section which memorizes the information about the examination subject and educational lecture for assay required in order to acquire each grade obtained through the qualification test processing section and the educational lecture processing section in above personnel training related information management equipment, While offering the individual humanity news storage section which memorizes the information of the individual about the carrier development obtained through the management-of-personal-information section in above personnel training related information management equipment Input/retrieval processing section in which this carrier development information processor performs the informational input and the retrieval to this carrier development management equipment, The taking-an-examination reception processing section which judges whether reception of taking an examination of this qualification test for acquiring this grade based on the information defined by this carrier development storage section is possible, It is characterized by having offered the qualification application section which applies for the renewal of grade of those who pass this qualification test and are taking the appointed educational lecture, and the certificate handing out section which delivers the certificate of this acquired grade, and being constituted.

[0008] Moreover, carrier development system of this invention according to claim 2 is characterized by being constituted so that this input/retrieval processing section of this carrier development information processor may make the addition and modification of personnel information which are managed by this individual humanity news storage section of this carrier development management equipment. Furthermore, carrier development system of this invention according to claim 3 is characterized by for this individual humanity news storage section having offered the company-qualifications information on the basis of this grade, the public rating

information which is public rating, the qualification test taking-an-examination hysteresis information which showed the information on the already taken qualification test, and the educational lecture attendance hysteresis information which showed the information on the already taken educational lecture, and being constituted.

[0009]

[Embodiment of the Invention] Hereafter, the gestalt of operation of this invention is explained with reference to a drawing. The carrier development system 4 which drawing 1 is the block diagram showing the configuration of the carrier development system concerning 1 operation gestalt of this invention, and is shown in this drawing 1 It is for performing the merit rating and personnel training instruction of as opposed to each for a configuration staff in organizations, such as a company. The carrier development information processor 3 as the carrier development management equipment 2 and server equipment as the personnel training related information management equipment 1 as a related system and host equipment is offered, and it is constituted.

[0010] Here, personnel training related information management equipment 1 manages the related information accompanying personnel training, offers the qualification test processing section 11, the educational lecture processing section 12, and the management-of-personal-information section 13, and is constituted. Namely, processing about a qualification test is performed and, as for the qualification test processing section 11, the taking-an-examination schedule, the contents of taking an examination, taking-an-examination reception, a taking-an-examination report, examinee information, taking-an-examination procedure, etc. of a qualification test perform processing required for a qualification test.

[0011] Moreover, processing about an educational lecture is performed and, as for the

educational lecture processing section 12, a lecture schedule, the contents of a lecture, attendance reception, participant information, attendance procedure, etc. of the educational lecture which is related to business perform processing required for an educational lecture. Furthermore, the management-of-personal-information section 13 manages the information about personnel affairs, and all evaluation candidates' entrance years, age, school education, an occupational description, their affiliation post, etc. manage each people's information in the gross.

[0012] In addition, the system formed in personnel training related information management equipment 1 may introduce other related systems for example, not only for the qualification test processing section 11 which was mentioned above, the educational lecture processing section 12, and the management-of-personal-information section 13 but for an operating managerial system etc. if needed. Moreover, carrier development management equipment 2 cooperates with personnel training related information management equipment 1, manages the information about carrier development, offers the carrier development storage section (carrer path program) 21, the subject / lecture selective-memory section 22, and the individual humanity news storage section (individual humanity news list) 23, and is constituted.

[0013] The carrier development storage section 21 is CDP (Career Development Program) about the carrer path program designed in order to plan career improvement so that it may mention later while memorizing the requirements defined for every grade based on the talented-people image which divided the capacity level into some grade and defined each capacity level. It memorizes by carrying out.

[0014] Specifically in a software support engineer (here, the engineer who takes charge of business which maintains the software which a customer uses is shown), information required for carrier development defines a talented-people image as

shown in drawing 2 , for example. That is, in the talented-people image shown in this drawing 2 , a capacity level is divided into four steps (the beginners' class, the middle class, an upper class, and expert), and the capacity (force and technical force corresponding to a customer) needed for each grade is defined, respectively.

[0015] The force corresponding to a customer in drawing 2 is a thing showing the capacity of whether to be able to perform suitable correspondence to a customer here. As beginners' class grade, fundamental capacity as a support engineer other than the fundamental manners as businessmen, such as a greeting, a dress, a hairstyle, and time amount strict observance, is made into requirements. Let support capacity including the correspondence force with other sections in the company which was conscious of the customer other than business-manners, such as manners of the /reception corresponding to a telephone, be requirements as middle-class grade.

[0016] Moreover, let capacity equivalent to capacity which raises a quality of service to a customer besides capacity (service) which raises a customer's satisfaction level as upper grade, for example, talent for making presentations, management capacity, etc. be requirements. Furthermore, let further advanced synthetic capacity (consultant capacity etc.) be requirements from upper grade to a customer as an expert.

[0017] Next, the technical capability which needs the technical force in drawing 2 as a software support engineer is expressed, and it is constituted by the problem-analyses force and the problem-analysis force here. That is, as problem-analyses force, capacity, such as trouble analysis of each system, trouble correction, and a report to the failure of a system, is shown fundamentally, and capacity, such as quality evaluation of a system, evaluation engine performance, a support plan, and system tuning, is shown as problem-analysis force. In addition, in the example shown in this drawing 2 , it has applied about the problem-analysis force more than upper grade

(upper grade and expert).

[0018] Then, although drawing 3 is drawing showing an example of the detail of the technical force in the talented-people image of the software support engineer concerning 1 operation gestalt of this invention, as shown in this drawing 3 , a two-kind [client/server system (CSS) and global server system (GSS)] setup of the system used as the valuation basis of the technical force is done. Moreover, as CSS, a personal computer (PC), an office computer (OC), and UNIX and LAN (Local Area Network) are prepared, M series (M) is prepared as GSS, and the technical capability needed for every grade to each of these systems is defined.

[0019] As shown in above-mentioned drawing 2 , beginners' class grade makes the problem-analyses force about a component requirements under instruction of a trainer, but as shown in drawing 3 , specifically, the problem-analyses force about the tool actuation for a support of each system and the support basic technique (the basic technique of PC, the basic technique of OC, the basic technique of UNIX, the basic technique of LAN, and M basic technique of series) which were mentioned above is made into requirements.

[0020] Similarly, although middle-class grade makes requirements the problem-analyses force about a component and a product, specifically, the network of the evaluation (product evaluation) capacity about the product produced in company and the other company or each system, language, hardware knowledge, and the force corresponding to a trouble are made into requirements. furthermore -- although upper grade makes the problem-analyses force of the whole system requirements in each system, respectively -- concrete -- PC -- in the problem-solving force of cooperation between systems, and UNIX, it is made as the force corresponding to a trouble of the whole UNIX system, and the whole M host's force corresponding to a trouble is made into requirements in the force corresponding to a trouble of the whole

LAN system, and M series by LAN by the employment-related problem-solving force and OC. In addition, as problem-analysis force, capacity of system tuning, a system evaluation, and an information systems audit is made into requirements with each system.

[0021] Moreover, although the expert makes requirements the problem-analyses force about a global system as capacity which summarized these whole system, specifically, capacity about force, project management, etc. corresponding to a trouble of the whole software support system is made into requirements. Furthermore, as problem-analysis force, capacity of system tuning of a global system, a system evaluation, and an information systems audit is made into requirements.

[0022] Thus, the capacity in which the support range and difficulty were expanded and had a more special technique as each grade is defined as needing more advanced capacity in order of middle-class grade, upper grade, and an expert from beginners' class grade and updated grade (upgrade) is needed. In addition, the number of setup of the object system used as the valuation basis of the partition approach of capacity (grade) and the technical force can be set up not only according to what was explained in full detail in this operation gestalt but according to an adapted technique. Moreover, you may set up the force corresponding to the customer who explained in full detail in this operation gestalt, and not only the technical force but if needed also about the capacity needed for each grade.

[0023] By the way, about the technical force, although drawing 4 is drawing showing the carrer path program as CDP memorized by the above-mentioned carrier development storage section 21, the carrer path program shown in this drawing 4 is designed in order to plan career improvement from beginners' class grade to an expert. That is, by mastering the capacity according to each grade which was mentioned above in drawing 3 according to this carrer path program, and satisfying

the requirements according to grade, it is designed so that it can update to the following grade (career improvement). In addition, the upward thick arrow head shown in drawing 4 shows the direction of the next grade which should update in each system, and a horizontal thin arrow head shows the direction which can be updated in the grade of other systems.

[0024] that is, since the personal computer which constitutes CSS, an office computer, and grade which is between each system of UNIX and LAN in homotopic are made into equivalent capacity, the renewal of grade of these four systems is mutually related -- the thing table is carried out. When putting in another way and the grade of the system of either of these four systems is updated, it can update also about the grade in the remaining systems.

[0025] Moreover, in case the grade of M series of GSS is updated here, the grade given in each system in CSS at least and below the grade in homotopic are given. that is, those who have rating of the upper grade of each system of CSS have capacity equivalent to the upper class of M series -- be rich and do -- it cannot be concerned with the existence of rating of the grade below M series upper class, but the expert of M series can be taken now.

[0026] In addition, in drawing 4 , although the carrer path program about the technical force is shown, you may set up so that the force corresponding to a customer may plan career improvement along with this carrer path similarly. Moreover, as shown in drawing 5 , it machine-reader-izes [bull-] and the carrer path program memorized by the above-mentioned carrier development storage section 21 is translated, and by using as a chained list progress which progresses to the next grade from the present grade, the table expression is carried out and, thereby, it can make an addition and modification of information now easily.

[0027] Therefore, when an addition and modification arise to the requirements set as

a certain system (for example, when a part of information defined by the carrier development storage section 21 is revised), it is necessary to change this whole carrer path program that what is necessary is to change only the part corresponding to the program by which a carrer path program is revised.

[0028] Next, the subject / lecture selective-memory section 22 mentioned above by drawing 1 memorize the information about the examination subject and educational lecture for assay required in order to acquire each grade obtained through the qualification test processing section 11 and the educational lecture processing section 12 in above personnel training related information management equipment 1, and has offered examination subject table 22A and educational lecture table 22B. Such examination subject table 22A and educational lecture table 22B take out only required information timely, and consist of the qualification test processing section 11 and the educational lecture processing section 12, respectively (starting).

[0029] Furthermore, the individual humanity news storage section 23 memorizes the information of the individual about the carrier development obtained through the management-of-personal-information section 13 in above personnel training related information management equipment 1, and memorizes it as an individual humanity news list constituted by company-qualifications information 23A, public rating information 23B, qualification test taking-an-examination hysteresis information 23C, and educational lecture attendance hysteresis information 23D.

[0030] Moreover, this individual humanity news storage section 23 can take out only a need part now from the qualification test information processing section 11 and the educational lecture processing section 12 timely by making into a key item information (information which took out the required thing from personnel information) from the management-of-personal-information section 13. Company-qualifications information 23A and public rating information 23B are taken out from the

management-of-personal-information section 13, and, specifically, qualification test taking-an-examination hysteresis information 23C and educational attendance hysteresis information 23D are taken out from the qualification test processing section 11 and the educational lecture processing section 12 through the management-of-personal-information section 13, respectively.

[0031] By the way, in input/retrieval processing section 31 of the below-mentioned carrier development information processor 3, the above-mentioned individual humanity news 23A-23D is displayed, as shown in drawing 6 . As mentioned above in drawing 2 and drawing 3 , company-qualifications information 23A shows on the basis of rating (grade) in the company [, such as the beginners' class, a middle class, an upper class, and an expert,], and is displayed as the "personal computer middle class" in drawing 6 . In addition, Mr. K of this individual humanity news list shows that personal computer middle-class grade was acquired in October ("95.10"), 1995.

[0032] Moreover, public rating information 23B shows public ratings, such as a state qualification, the state qualification in information and electrical and electric equipment with which a telecommunication lead engineer, an Information Technology Engineer, a consulting engineer, etc. deserve in the case of a support engineer, for example, the communication link field is expressed, and it is indicated by the column of public rating. That is, in drawing 6 , although displayed as "Dinky Toys TSUUSHIN 1" and "Dinky Toys TSUUSHIN 2", these show rating of the 1st sort of the telecommunication lead engineer who is a state qualification, and the 2nd sort of a telecommunication lead engineer, respectively. Therefore, it turns out that Mr. K is the acquisition person of these ratings.

[0033] Moreover, the hysteresis of the already taken qualification test is shown, the taking-an-examination day of the taken qualification test, the contents of the examination subject, the success or failures of a test result, etc. are collected, and

qualification test taking-an-examination hysteresis information 23C is displayed on the order which took an examination. Although Mr. K took the that it is "under [personal computer / B]" saying qualification test in July ("95.07"), 1995, it is shown that the assay result was success ("O") and the qualification test "the personal computer top B" was specifically taken in July ("96.07"), 1996 as shown in this drawing 6 , it is shown that the assay result was a rejection ("x").

[0034] Furthermore, educational lecture attendance hysteresis information 23D shows the hysteresis of an educational lecture with experience which took a lecture, and the contents and the attendance situations of the attendance end date about the educational lecture which took a lecture, and an attendance subject (attendance interruption during the success or failure of attendance rating and attendance etc.) are collected. Moreover, as for the educational lecture, two kinds, a leading personnel educational lecture (thing for giving the general knowledge about business) and CE technical education lecture (thing for giving the technical capability about CUSTOMER ENGINEER), are established. For example, the educational lecture "programming" shown in ** of the item of a leading personnel educational attendance history shows in February ("92.02"), 1992 that attendance was ended (it is attendance rating acquisition and "O"), and is similarly displayed about CE technical education lecture.

[0035] Furthermore, in educational lecture attendance hysteresis information 23D shown in drawing 6 , if the number of educational lectures a lecture on was taken exceeds a display rectangle, it will be eliminated from on a screen sequentially from the old attendance hysteresis information on an attendance day (attendance hysteresis information on ** [in / here / CE technical education attendance history] which is not illustrated - **). In addition, about the information eliminated from on the screen, it can take out now if needed.

[0036] Next, the carrier development information processor 3 mentioned above by drawing 1 processes a request, offers input/retrieval processing section 31, the taking-an-examination reception processing section 32, the qualification application section 33, and the certificate handing out section 34, and is constituted by the information about the carrier development managed with carrier development management equipment 2. Here, input/retrieval processing section 31 performs the informational input and the retrieval to carrier development management equipment 2. While updating each information (company-qualifications information 23A, public rating information 23B, qualification test taking-an-examination hysteresis information 23C, and educational lecture attendance hysteresis information 23D) memorized by the individual humanity news storage section 23 specifically mentioned above mainly by inputting information to carrier development management equipment 2 (update), a change can also be made if needed.

[0037] Moreover, input/retrieval processing section 31 can also perform now actuation which displays the carrer path program of the individual who searches the individual humanity news memorized by the individual humanity news storage section 23, and corresponds etc. by retrieving information over carrier development management equipment 2. Furthermore, it can judge whether reception of taking an examination in the qualification test for acquiring grade based on the information defined by the carrier development storage section 21 is possible for the taking-an-examination reception processing section 32, requirements can be defined according to the class of qualification test, and only those who satisfy the requirement can receive taking an examination now.

[0038] Then, although drawing 7 is drawing showing the contents of the qualification test concerning 1 operation gestalt of this invention For the middle-class trial for a subject, eligibility requirements for an examination, the test implementation stage, the

experimental class, etc. being defined according to the class of qualification test, for example, acquiring middle-class grade, as shown in this drawing 7 There are PC, OC, UNIX, LAN, and a global server as an object subject, and the contents defined as middle-class grade which was mentioned above in drawing 3 , respectively are set.

[0039] Moreover, it is shown that restrict the eligibility requirements for an examination of a middle-class trial to those who have rating of beginners' class grade for every subject eye as shown in this drawing 7 , and a test implementation stage is performed in 2 times of January and July per year, and a subject of study (the above-mentioned contents of a subject) and practical skill are performed as an experimental class. In addition, as for practical skill, actual operating results, such as support quality (support capacity in an actual site etc.) and a rate of time-for-delivery observance, serve as a criterion, and the criteria are specified for every grade.

[0040] That is, those who satisfy the requirements for taking-an-examination reception in a middle-class trial are persons with rating of beginners' class grade, therefore the person with rating of the grade under one has come for reception and taking an examination to be able to do each trial, respectively. Moreover, it is what applies for grade qualification of those who the qualification application section 33 passes a qualification test, and are taking the appointed educational lecture. It adds to formal requirements, such as success of a qualification test, and a completion situation of an educational lecture (a leading personnel educational lecture, CE technical education lecture). It can apply now for qualification of grade one by one by decision of stations (interview with the superior official of a station who belongs etc.) based on success of acquisition of public rating, a National Examination for Information Processing Technicians, and the certifying examinations (CNE-J etc.) of a vendor.

[0041] It is judged whether about the qualification appropriate person which grade

qualification appropriate person list 33A as shown in <u>drawing 8</u> was distributed among the station where the qualification appropriate person concerned belongs, and was indicated by this grade qualification appropriate person list 33A in each workplace about those (qualification appropriate person) who specifically satisfied the formal requirements mentioned above, although it applies for qualification of grade, respectively, it is proper.

[0042] moreover, to this grade qualification appropriate person list 33A As shown in <u>drawing 8</u> , age, school education, graduation years, the present grade, and its date of acquisition are indicated as the present attribute (individual information) besides the personnel number of a qualification appropriate person, and the name. Furthermore, the success or failure of the grade for acquisition, the success or failure of a qualification test, the completion situation of educational lecture attendance, quality (support quality), public rating, and a National Examination for Information Processing Technicians etc. is indicated as requirements for the next grade acquisition.

[0043] In addition, the notation in <u>drawing 8</u> ("O", "x", "-", "**") shows that "O" satisfies requirements, respectively, "x" shows that it is a requirements defect, "-" shows that it is outside an object and "**" shows that it is the waiting for an application. When this grade qualification appropriate person list 33A is sent to a station, by this in each workplace About those "O" is indicated to be by those "O" is indicated to be by the column of the propriety of qualification, i.e., a qualification test, and the educational lecture The requirements made into the waiting for an application "**" are examined, and it answers whether it applies for qualification of grade (a "grade qualification reply document" etc. answers using the form only for replies).

[0044] In this case, as shown in <u>drawing 8</u> , the C and Mr. H are made into the qualification appropriate person, about the C, in Mr. H, the existence of acquisition of

quality and public rating is judged in an office, and quality answers. In addition, about the C, although the existence of acquisition of public rating is not asked, since it does not correspond to the requirements for acquisition of middle-class grade, it considers as the outside of an object.

[0045] Although renewal of grade of the qualification appropriate person concerned will be performed in input/retrieval processing section 31 if it applies for the grade qualification from a station while this satisfies the formal requirements for the acquisition of the next grade mentioned above, in the certificate handing out section 34, the certificate of the acquired rating (grade) is delivered for every individual. The informational input and the retrieval about the carrier development in carrier development management equipment 2 are performed by operating input/retrieval processing section 31 of the carrier development information processor 3 with the carrier development system concerning 1 operation gestalt of this invention, by the above-mentioned configuration, as shown in drawing 1 . Hereafter, input/retrieval processing by input/retrieval processing section 31 is explained according to the flow chart (steps S1-S6) shown in drawing 9 .

[0046] After starting input/retrieval processing section 31, in performing this alter operation, first, (the YES root of step S1), It is based on the information (affiliation, name, etc.) of those who update individual humanity news inputted on the occasion of this alter operation (update). Update information is inputted into the information (company-qualifications information 23A, public rating information 23B, qualification test taking-an-examination hysteresis information 23C, and educational attendance hysteresis information 23D) to which the individual humanity news list memorized by the individual humanity news storage section 23 corresponds (step S2).

[0047] Moreover, the individual humanity news list memorized by the individual humanity news storage section 23 is searched based on a person's information

(affiliation, name, etc.) made applicable [of the individual humanity news inputted when retrieval actuation was performed in input/retrieval processing section 31 and (NO root of step S1, the YES root of step S3), and this retrieval actuation were performed] to retrieval (step S4).

[0048] Then, after searching the carrer path program memorized by the carrier development storage section 21 (step S5), a retrieval result is displayed in the display in input/retrieval processing section 31 which is not illustrated as a carrer path program of those who were set as the retrieval object of individual humanity news (step S6). Moreover, if it applies for taking-an-examination reception of the qualification test for acquiring grade, in the taking-an-examination reception processing section 32, the judgment with possible taking-an-examination reception of this qualification test will be performed. Hereafter, actuation of the taking-an-examination reception processing section 32 is explained according to the flow chart (steps S7-S13) shown in drawing 10 .

[0049] First, after starting the taking-an-examination reception processing section 32, when there is an application of taking-an-examination reception, based on an examinee's information (affiliation, name, etc.) that it was inputted when applying for the taking an examination concerned, an individual humanity news list is searched with (the YES root of step S7), and this taking-an-examination reception processing section 32 from the individual humanity news storage section 23 (step S8). Furthermore, after searching the carrer path program memorized by the carrier development storage section 21 (step S9), in the display [in / for a retrieval result / the taking-an-examination reception processing section 32] which is not illustrated, it is displayed as a carrer path program of those who were set as the retrieval object of individual humanity news, and the propriety of taking an examination is judged (step S10).

[0050] Here, when there are eligibility requirements for an examination, taking-an-examination reception processing is performed (from the YES root of step S11 to step S12), and when there are no eligibility requirements for an examination, processing for which taking-an-examination reception is improper is performed (from NO root of step S11 to step S13). Moreover, in case it applies for the renewal of grade (new grade qualification), the qualification application section 33 of the carrier development information processor 3 is operated. Hereafter, the grade update process by the qualification application section 33 is explained according to the flow chart (steps S14-S18) shown in drawing 11 .

[0051] After starting the qualification application section 33, when actuation for the renewal application of grade is performed (YES root of step S14), first, in the qualification application section 33 It judges whether based on the information (affiliation, name, etc.) of those who apply for renewal of the grade inputted on the occasion of this actuation, (step S15) and a qualification test were passed by searching an individual humanity news list (step S16).

[0052] When it is judged whether the appointed educational lecture is taken here when having passed the qualification test (from the YES root of step S16 to step S17) and a lecture is being taken, those who applied for (the YES root of step S17) and the above-mentioned renewal of grade make into a qualification appropriate person, and grade qualification appropriate person list 33A as shown in drawing 8 to the station where this qualification appropriate person belongs is published and distributed (step S18).

[0053] In addition, in not taking [of an educational lecture] a lecture (NO root of step S17), qualification of grade is not performed when a rejection is carried out to a qualification test (NO root of step S16). Furthermore, after the certificate of the acquired grade is judged to be proper in the station as for which the qualification

appropriate person concerned acts as a group based on above-mentioned grade qualification appropriate person list 33A, it is delivered to the certificate handing out section 34 of the carrier development information processor 3. Hereafter, the grade certificate handing out processing by the certificate handing out section 34 is explained according to the flow chart (steps S19-S23) shown in drawing 12 .

[0054] That is, if it is judged in the station where the qualification appropriate person concerned belongs based on above-mentioned grade qualification appropriate person list 33A that it is proper, after starting the certificate handing out section 34, actuation for certificate handing out will be performed (YES root of step S19). In the certificate handing out section 34, it is judged by searching an individual humanity news list based on the information (affiliation, name, etc.) of those who receive the certificate handing out inputted on the occasion of this actuation whether (step S20) and the corresponding grade are authorized (step S21).

[0055] Here, when a certificate is delivered in the certificate handing out section 34 when the corresponding grade is authorized (from the YES root of step S21 to step S22), and the corresponding grade is not authorized, a certificate is not delivered in the certificate handing out section 34 (from NO root of step S21 to step S23). Thus, according to the carrier development system concerning 1 operation gestalt of this invention While the carrier development storage section (carrer path program) 21, the subject / lecture selective-memory section 22, and the individual humanity news storage section 23 are formed in the carrier development management equipment 2 which cooperated with personnel training related information management equipment 1 Since input/retrieval processing section 31, the taking-an-examination reception processing section 32, the qualification application section 33, and the certificate handing out section 34 are formed in the carrier development information processor 3 While individual skill level can be grasped easily and the carrer path of each in

connection with career improvement which should progress can judge exactly Since the situation of all evaluation candidates' skill level can be grasped, there is an advantage which can greatly contribute to the merit rating or personnel training instruction in an organization etc.

[0056] Moreover, since the addition and modification of personnel information (each information) which are managed by the individual humanity news storage section 23 of carrier development management equipment 2 can be made by input/retrieval processing section 31 of the carrier development information processor 3, it can process easily, without requiring time amount, even when informational [a part of] has an addition and modification. Furthermore, the information memorized by the individual humanity news storage section 23 It is constituted by company-qualifications information 23A, public rating information 23B, qualification test taking-an-examination hysteresis information 23C, and educational lecture attendance hysteresis information 23D. By and input/retrieval processing section 31 Since such information 23A-23D can be displayed on one screen as information about each carrier development at coincidence, quick processing of individual humanity news as occasion demands and decision can be performed.

[0057] Moreover, since decision of the station to which decision about merit rating is not performed only by computer processing, and an evaluation candidate belongs can also be considered according to this invention, decision when planning career improvement can be performed more correctly. In addition, as a carrier development information processor 3 of the carrier development system of this invention, four function parts 31-34 may not be offered on one server equipment, but the server equipment which became independent, respectively may be offered and constituted every function parts 31-34 of these.

[0058] Moreover, although the carrier development system concerning this

above-mentioned operation gestalt explained the thing about an engineering work in full detail, according to this invention, it is applicable to other professionals by changing not only an engineering work but a setting item, setting criteria, etc. Moreover, in consideration of the conditions of evaluation, this system is applicable to an employee hired midway through the year, a temporary employee, etc.

[0059]

[Effect of the Invention] As explained in full detail above, according to the carrier development system of this invention according to claim 1 While the carrier development storage section, a subject / lecture selective-memory section, and the individual humanity news storage section are prepared in the carrier development management equipment which cooperated with personnel training related information management equipment Since input/retrieval processing section, the taking-an-examination reception processing section, the qualification application section, and the certificate handing out section are prepared in the carrier development information processor While individual skill level can be grasped easily and the carrer path of each in connection with career improvement which should progress can judge exactly Since the situation of all evaluation candidates' skill level can be grasped, there is an advantage which can greatly contribute to the merit rating or personnel training instruction in an organization etc.

[0060] Moreover, since the addition and modification of personnel information (each information) which are managed by the individual humanity news storage section of carrier development management equipment can be made by input/retrieval processing section of a carrier development information processor according to the carrier development system of this invention according to claim 2, there is an advantage which can be processed easily, without requiring time amount, even when informational [a part of] has an addition and modification.

[0061] Furthermore, since the information memorized by the individual humanity news storage section is constituted by company-qualifications information, public rating information, qualification test taking-an-examination hysteresis information, and educational lecture attendance hysteresis information according to the carrier development system of this invention according to claim 3 The information about each carrier development can be managed for every individual, it becomes possible to display such information about the carrier development for every individual on coincidence if needed, and quick processing of individual humanity news and decision can be performed.

DESCRIPTION OF DRAWINGS

[Brief Description of the Drawings]

[Drawing 1] It is the block diagram showing the configuration of the carrier development system concerning 1 operation gestalt of this invention.

[Drawing 2] It is drawing showing a software support engineer's talented-people image in 1 operation gestalt of this invention.

[Drawing 3] It is drawing showing an example of the detail of the technical force in the talented-people image of the software support engineer concerning 1 operation gestalt of this invention.

[Drawing 4] It is drawing showing the carrer path program in 1 operation gestalt of this invention.

[Drawing 5] It is drawing showing the connective list which the carrer path program in 1 operation gestalt of this invention formed into the machine reader bull.

[Drawing 6] It is drawing showing the individual humanity news list in 1 operation

gestalt of this invention.

[Drawing 7] It is drawing showing the contents of the qualification test in 1 operation gestalt of this invention.

[Drawing 8] It is drawing showing the grade qualification appropriate person list in 1 operation gestalt of this invention.

[Drawing 9] It is a flow chart for explaining input/retrieval processing by input/retrieval processing section in 1 operation gestalt of this invention.

[Drawing 10] It is a flow chart for explaining the taking-an-examination reception processing by the taking-an-examination reception processing section in 1 operation gestalt of this invention.

[Drawing 11] It is a flow chart for explaining an update process of the grade by the qualification application section in 1 operation gestalt of this invention.

[Drawing 12] It is a flow chart for explaining the grade certificate handing out processing by the certificate handing out section in 1 operation gestalt of this invention.

[Description of Notations]

1 Personnel Training Related Information Management Equipment

2 Carrier Development Management Equipment

3 Carrier Development Information Processor

4 Carrier Development System

11 Qualification Test Processing Section

12 Educational Lecture Processing Section

13 Management-of-Personal-Information Section

21 Carrier Development Storage Section

22 Subject / Lecture Selective-Memory Section

22A Examination subject table

22B Educational lecture table

23 Individual Humanity News Storage Section

23A Company-qualifications information

23B Public rating information

23C Qualification test taking-an-examination hysteresis information

23D Educational attendance hysteresis information

31 Input/Retrieval Processing Section

32 Taking-an-Examination Reception Processing Section

33 Qualification Application Section

33A Grade qualification appropriate person list

34 Certificate Handing Out Section